

Summary of Results -
 2015 Willis Towers Watson BENVAl Study

Benefit Program	BENVAl Index Salaried Employees Total Value	BENVAl Index Union/Hourly Employees Total Value
Entire Benefit Program	█	█
Retirement Income Plans: Defined Benefit + Defined Contribution	█	█
Death Benefits	█	█
Disability Plans: Short-Term + Long- Term Disability	█	█
Active Medical	█	█
Dental (Active & Retired)	█	█
Paid Time Off Plans: Vacation + Holiday	█	█